

EXHIBIT A

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP

One Alhambra Plaza
Suite 600
Coral Gables, FL 33134
Phone: (305) 774-5800
Fax: (305) 774-6666

FILE COPY

Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

October 31, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Daniel PREGO

Invoice #: 11.40918316

Initiation, Email Communication, Preparation (including coordination of photo to specifications), and
submission of Diversity Immigrant green card lottery entry.

Total Legal Fees \$250.00

Disbursements

Total Disbursements \$0.00

Please Remit \$250.00

Checks

Please send checks made payable to:
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75 Remittance Drive
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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

October 31, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Larisa CIOACA

Invoice #: 11.40918317

Initiation, Email Communication, Preparation (including coordination of photo to specifications), and submission of Diversity Immigrant green card lottery entry.

Total Legal Fees \$250.00

Disbursements

Total Disbursements \$0.00

Please Remit **\$250.00**

Checks

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Janissa Garcia
 W. R. Grace & Co.
 7500 Grace Drive
 Columbia, MD 21044
 USA

October 31, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Karla VELEZ CEDENO

Invoice #: 11.40918318

Preparation of Application for Adjustment of Status to Lawful Permanent Resident of the United States for principal beneficiary of immigrant visa petition including preparation of Forms I-485, G-325A, and supporting documentation. Preparation of final package and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of foreign national for permission to obtain employment authorization during pendency of application for U.S. permanent residence.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Total Legal Fees \$2,625.00

Disbursements

Fedex (domestic)	\$29.00
Miscellaneous expenses	\$131.25

Total Disbursements \$160.25

Please Remit \$2,785.25

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 USA

October 31, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Swapnil KULKARNI

Invoice #: 11.40918315

Preparation of cap-subject petition for temporary nonimmigrant classification as a professional in H-1B status with a request for change of status. Review and discussion, as needed, of the beneficiary's qualifications and educational background. Preparation, including prevailing wage determination, and filing of certified Labor Condition Application (LCA) with the U.S. Department of Labor. Drafting of Form I-129 and Supplements and of detailed support letter setting forth a description of the professional level position to be performed by the beneficiary, background of the U.S. employer entity and specific requirements for the position, including a full description of the professional credentials of the beneficiary in accordance with U.S. Citizenship and Immigration Services' (USCIS) current regulations. Transmittal of prepared forms and letter to the client for final review and signature. Final preparation and submission of petition to the appropriate USCIS Service Center.

Total Legal Fees \$1,850.00

Disbursements

Fedex (domestic)	\$58.00
USCIS Filing Fee for H-1B (Training and Education Fee)	\$1,500.00
USCIS Filing Fee (Anti-Fraud Fee)	\$500.00
USCIS Filing Fee for I-129	\$325.00
Education Evaluation Fees	\$225.00
Miscellaneous expenses	\$92.50

Total Disbursements \$2,700.50

Please Remit \$4,550.50

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USA

October 31, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Larisa CIOACA

Invoice #: 11.40918314

Preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools.

Total Legal Fees \$2,000.00

Disbursements

Miscellaneous expenses \$80.00

Total Disbursements \$80.00

Please Remit \$2,080.00

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FAX: (732) 862 5020

VIRGINIA RODRIGUEZ
C/O ERNST & YOUNG
2323 VICTORY AVENUE
SUITE 2000
DALLAS TEXAS 75219
UNITED STATES OF AMERICA

30-October-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: YOUSSEF BOUDEFFA

Fragomen Invoice Number: IN-US00208607

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 373352

Client: W.R. GRACE & CO.

Total Legal Fees: 0.00

Total Disbursements: 311.06

Invoice Total: (USD) 311.06

	Fee/Disbursement
DISBURSEMENTS (work carried out by FRAGOMEN - BRUSSELS)	
For our professional services rendered to Youcef Boudeffa in connection with his extension of work and residence authorization - case cancelled - 25% of total legal fee	296.25
Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)	14.81

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

Client: W.R. GRACE & CO.

Employee: YOUSSEF BOUDEFFA

Comments:

Application Approval Date:

Application File Date:

Authorizing Manager:

Case Initiation Date: 11 Apr 2011

Cost Center:

Employee ID:

Number of Dependents: 0

PO #:

Receiving Country: BELGIUM

Sending Country: BELGIUM

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

75 Remittance Drive
Suite #6072
Chicago, Illinois 60675-6072
TELEPHONE: (732) 862 5000
FAX: (732) 862 5020

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C/O ERNST & YOUNG
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SUITE 2000
DALLAS TEXAS 75219
UNITED STATES OF AMERICA

30-October-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: DIRK STRASSNER

Fragomen Invoice Number: IN-US00208611

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 410047

Client: W.R. GRACE & CO.

Total Legal Fees: 0.00

Total Disbursements: 1,897.91

Invoice Total: (USD) 1,897.91

	Fee/Disbursement
DISBURSEMENTS (work carried out by FRAGOMEN - SINGAPORE)	
Assistance provided in respect of the application of an Employment Pass on behalf of Dirk Strassner.	900.00
Assistance provided in respect of the simultaneous application of three dependant passes.	300.00
Fragomen fee for Translation services	150.00
Transportation=SGD 13.20	10.13
Agency Translation=SGD 112.40	86.29
Government fees paid on your behalf=SGD 370	284.05

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

Employee: DIRK STRASSNER

Fragomen Reference Number: IN-US00208611

	Fee/Disbursement
Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)	67.50
Foreign Tax	99.94

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

Client: W.R. GRACE & CO.

Employee: DIRK STRASSNER

Comments:

Application Approval Date: 10 Aug 2011

Application File Date: 03 Aug 2011

Authorizing Manager:

Case Initiation Date: 11 Jul 2011

Cost Center:

Employee ID:

Number of Dependents: 3

PO #:

Receiving Country: SINGAPORE

Sending Country: GERMANY

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75 Remittance Drive
Suite #6072
Chicago, Illinois 60675-6072
TELEPHONE: (732) 862 5000
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C/O ERNST & YOUNG
2323 VICTORY AVENUE
SUITE 2000
DALLAS TEXAS 75219
UNITED STATES OF AMERICA

30-November-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: YOUSSEF BOUDEFFA

Fragomen Invoice Number: IN-US00213433

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 416273

Client: W.R. GRACE & CO.

Total Legal Fees: 0.00

Total Disbursements: 2,393.48

Invoice Total: (USD) 2,393.48

	Fee/Disbursement
DISBURSEMENTS (work carried out by FRAGOMEN - BRUSSELS)	
Assistance with obtaining work and residence permit on behalf of Youcef Boudeffa. Application filed with immigration authorities.	2,100.00
Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)	105.00
Other-Disbursements (including registered mail to send the application to the authorities, express courier to collect the work permit and to deliver it to the employee)	188.48

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

Client: W.R. GRACE & CO.
Employee: YOUSSEF BOUDEFFA

Comments:

Application Approval Date: 14 Oct 2011

Application File Date: 26 Sep 2011

Authorizing Manager:

Case Initiation Date: 12 Aug 2011

Cost Center:

Employee ID:

Expiry Date: 10 Oct 2012

Number of Dependents: 0

PO #:

Receiving Country: BELGIUM

Sending Country: BELGIUM

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP
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Suite #6072
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TELEPHONE: (732) 862 5000
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C/O ERNST & YOUNG
2323 VICTORY AVENUE
SUITE 2000
DALLAS TEXAS 75219
UNITED STATES OF AMERICA

30-November-2011

FOR PROFESSIONAL SERVICES RENDERED

Employee: YOUSSEF BOUDEFFA

Fragomen Invoice Number: IN-US00213560

Fragomen Manager: GRAHAM LEES

Fragomen Case Number: 440947

Client: W.R. GRACE & CO.

Total Legal Fees: 1,050.00

Total Disbursements: 392.50

Invoice Total: (USD) 1,442.50

	Fee/Disbursement
LEGAL FEES	
Legal Fees for assistance with the procurement of a Long Stay D Visa on behalf of assignee. (Fees authorized by Valérie Parmentier on 10/21/11)	1,050.00
DISBURSEMENTS	
Courier charges paid	70.00
Government fees paid on your behalf of assignee	252.00
FedEx/DHL/Other Charges	18.00
Miscellaneous Out of pocket expenses (including timed facsimile, telephone charges and photocopying)	52.50

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY LLP

Client: W.R. GRACE & CO.

Employee: YOUSSEF BOUDEFFA

Comments:

Application Approval Date: 29 Nov 2011

Application File Date: 22 Nov 2011

Authorizing Manager:

Case Initiation Date: 21 Oct 2011

Cost Center:

Employee ID:

Number of Dependents: 0

PO #:

Receiving Country: BELGIUM

Sending Country: UNITED STATES OF AMERICA

LAW OFFICES
FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
One Alhambra Plaza
Suite 600
Coral Gables, FL 33134
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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Enzo ORELLANA

Invoice #: 11.40920149

Initiation, Email Communication, Preparation (including coordination of photo to specifications), and submission of Diversity Immigrant green card lottery entry.

Total Legal Fees \$250.00

Disbursements

Total Disbursements \$0.00

Please Remit \$250.00

Checks

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7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Daniel PREGO

Invoice #: 11.40928636

Preparation and submission of Form I-907 Request for Premium Processing Service for a nonimmigrant petition and preparation and submission of letter to USCIS requesting that pending petition be converted to premium processing.

Total Legal Fees \$250.00

Disbursements

Fedex (domestic)	\$29.00
USCIS Filing Fee for I-907 (Premium Processing Fee)	\$1,225.00
Miscellaneous expenses	\$12.50

Total Disbursements \$1,266.50

Please Remit \$1,516.50

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Siva POTHIREDDY

Invoice #: 11.40931973

Preparation of Application for Adjustment of Status to Lawful Permanent Resident of the United States for principal beneficiary of immigrant visa petition including preparation of Forms I-485, G-325A, and supporting documentation. Preparation of final package and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of family member(s) for permission to obtain employment authorization during pendency of application for adjustment of status for U.S. permanent residence. Submission of application to United States Citizenship and Immigration Service.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Preparation of Form I-765 on behalf of foreign national for permission to obtain employment authorization during pendency of application for U.S. permanent residence.

Application for Adjustment of Status to Lawful Permanent Resident of the United States for family member, including preparation of Forms I-485, G-325A and supporting documentation.

Preparation Form I-131, Application for Travel Document (advance parole), with supporting documentation, to facilitate international travel for family member(s) during the pendency of an Application for Adjustment of Status. Submission to the United States Citizenship and Immigration Services.

Total Legal Fees \$4,475.00

Disbursements

Fedex (domestic)	\$29.00
Miscellaneous expenses	\$223.75

Total Disbursements \$252.75

Please Remit \$4,727.75

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Janissa Garcia
W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Kinnari MEHTA

Invoice #: 11.40928637

Balance of fees for preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools. Preparation of recruitment report. Preparation of PERM audit file to include evidence of all attestations made on Form ETA-9089. Final preparation of Form ETA-9089 and electronic submission to the U.S. Department of Labor.

Total Legal Fees \$2,200.00

Disbursements

Miscellaneous expenses \$88.00

Total Disbursements \$88.00

Please Remit **\$2,288.00**

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7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Chelsea Freda D'SOUZA

Invoice #: 11.40928638

Balance of fees for preparation of Application for Alien Employment Certification to be filed under PERM. Review of position description, minimum requirements, any alternate requirements, and alien's qualifications. Preparation and submission of prevailing wage determination request to the Department of Labor (DOL). Coordination of recruitment efforts with employer including placement of a job order with the appropriate state job bank, placement of the necessary advertisements, and other necessary recruitment tools. Preparation of recruitment report. Preparation of PERM audit file to include evidence of all attestations made on Form ETA-9089. Final preparation of Form ETA-9089 and electronic submission to the U.S. Department of Labor.

Total Legal Fees \$2,200.00

Disbursements

Miscellaneous expenses \$88.00

Total Disbursements \$88.00

Please Remit \$2,288.00

Checks

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W. R. Grace & Co.
7500 Grace Drive
Columbia, MD 21044
USA

November 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Gino D'ALELIO

Invoice #: 11.40933564

Preparation of Nonimmigrant Visa Petition pursuant to Company's blanket petition requesting extension of L-1A Petition and foreign national's term of stay including Form I-129 with supplement, and draft letter of support confirming continued temporary employment. Transmittal of prepared drafts and application to client for final review and signature. Final preparation and submission to the appropriate Regional Service Center of the United States Citizenship and Immigration Services.

Total Legal Fees \$1,600.00

Disbursements

Fedex (international)	\$50.00
Miscellaneous expenses	\$80.00

Total Disbursements \$130.00

Please Remit \$1,730.00

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USA

December 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Swapnil KULKARNI

Invoice #: 12.40947811

Total Legal Fees \$0.00

Disbursements

Education evaluation fee - Diffrence in Foundation for International Services, Inc. (FIS) Education
Evaluation fees billed due to FIS fee increase (Same Day Service previously \$225, currently \$245). \$20.00

Total Disbursements \$20.00

Please Remit \$20.00

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Columbia, MD 21044
USA

December 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: **Diego GRANELL NEBOT**

Invoice #: 12.40944026

Preparation of application to extend nonimmigrant status of accompanying B-2 non-spousal partner.
Preparation of Form I-539 and letter of support. Transmittal of prepared forms and documents to client for final review and signature. Final preparation and submission to the appropriate Regional Service Center of the USCIS.

Total Legal Fees \$800.00

Disbursements

Fedex (domestic)	\$29.00
Dependent USCIS Filing Fee for Form I-539	\$290.00
Miscellaneous expenses	\$40.00

Total Disbursements \$359.00

Please Remit \$1,159.00

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December 30, 2011

FOR PROFESSIONAL SERVICES RENDERED

RE: Diego GRANELL NEBOT

Invoice #: 12.40947820

Total Legal Fees \$0.00

Disbursements

Education Evaluation Fees	<u>\$430.00</u>
Total Disbursements	<u>\$430.00</u>
Please Remit	<u>\$430.00</u>

Checks

Please send checks made payable to:
FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
75 Remittance Drive
Suite # 6072
Chicago, Illinois 60675-6072

Wire Transfers

FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP
The Northern Trust Company
Account # 30147775
ABA Transit # 071000152
Swift Code: CNORUS44

*** Please return invoice with check or include invoice number on wire transfer instructions ***

Additional Comments:

For billing inquiries please call 305-774-5800.